



## DISTRIBUTION AND COMPOSITION OF EMPLOYEE EARNINGS AND HOURS, AUSTRALIA, MAY 1985, PRELIMINARY

(Previously: Earnings and Hours of Employees, Distribution and Composition, Australia, Preliminary)

**PHONE INQUIRIES** *for more information about these statistics—contact Patrick Stakelum on Canberra (062) 52 6572 or any of our State offices.*

*other inquiries, including copies of publications—contact Information Services on Canberra (062) 52 6627 or in any of our State offices.*

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### MAIN FEATURES

In May 1985, median weekly earnings for male employees were estimated to be \$375.20. That is to say half of all male employees had earnings below that amount and half above it. Median earnings for females were \$269.00.

*For full-time adult non-managerial employees—*

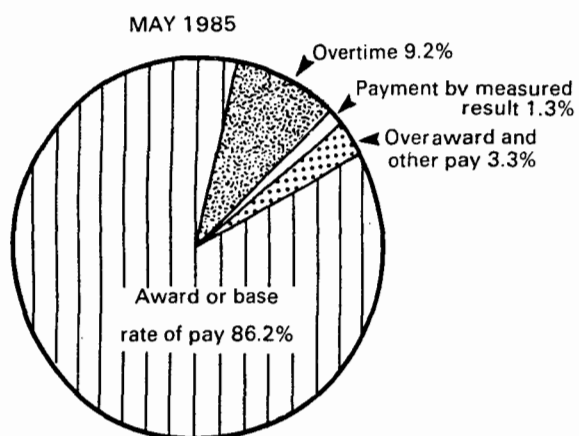
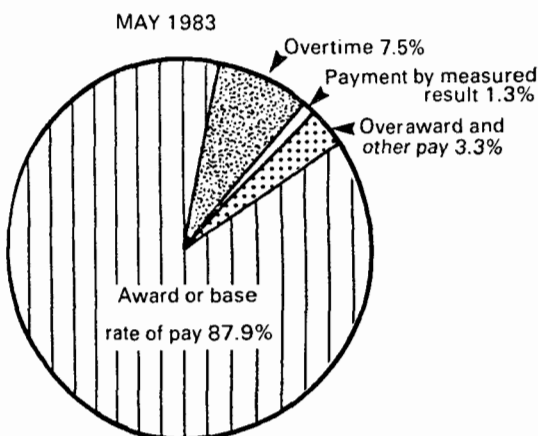
Average weekly earnings for males were \$414.80 with median earnings of \$382.50. Corresponding figures for females are \$342.00 and \$319.50.

For males, overaward and other pay as a proportion of ordinary time earnings showed very little change since May 1983. For females, overaward and other pay as a proportion of ordinary time earnings recorded a small increase (from 1.8% in May 1983 to 2.2% in May 1985).

Average weekly overtime earnings for males were \$38.10. This represents a 43% increase since May 1983. For females, overtime earnings of \$9.30 have grown by almost 75% since May 1983.

Average hours paid for were 40.4 for males including 2.6 hours overtime, and for females, 38.3 hours including 0.7 hours overtime.

COMPOSITION OF AVERAGE WEEKLY EARNINGS : FULL-TIME ADULT MALE  
NON-MANAGERIAL EMPLOYEES—(per cent), MAY 1983 TO MAY 1985



## EXPLANATORY NOTES

### Introduction

This publication contains preliminary results of a sample survey conducted in May 1985. The survey is designed to provide statistics of the distribution of employees according to weekly earnings and hours, and the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0).

3. The estimates contained in this publication are obtained from a sample selected from the ABS register of businesses.

### Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses who are not paid a salary;
- (i) self employed persons such as subcontractors owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

5. A sample of approximately 8,900 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, government/private, industry and size of employment and a simple random sample selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 68,000 employees are obtained in the survey.

7. Although the sample is not designed to provide estimates of numbers of employees, it is estimated that 2,982,400 male and 2,042,700 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

### Definitions

8. *Reference period* for the survey refers to the last pay period ending on or before 17 May 1985.

9. *Employees* refers to all wage and salary earners (as defined in paragraph 4) who receive pay for any part of the reference period.

10. *Sector*. Government sector includes all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

11. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

12. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation. Junior employees are all other employees.

13. *Managerial employees* are managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those not defined as managerial employees.

14. *Award pay or base rate of pay* refers to the award pay or rate of pay for ordinary time hours paid for and includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award.

15. *Overaward pay* refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

16. *Payment by measured result* refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, commission).

17. *Other pay* refers to ordinary time earnings not included in award or base rate of pay, overaward pay or payment by measured result. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

18. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

19. *Weekly overtime earnings* refers to that part of weekly total earnings for hours paid for in excess of award, standard or agreed hours of work.

20. *Weekly total earnings* is equal to weekly ordinary time earnings plus weekly overtime earnings.

21. *Weekly hours paid for* refers to the hours for which payment was made. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

22. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

23. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

24. *Mean (or average) earnings or hours* refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

25. *Median earnings or hours* refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

#### Classification of industry and occupation

26. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1—The Classification (1201.0)*. The following table shows details of the ASIC industries used in the survey. Occupation is classified according to the *Classification and Classified List of Occupations, Australia, Revised June 1981 (1206.0)*.

ASIC code			
Division	Sub-Division	Title	Abbreviated description used
B		Mining	
C		Manufacturing—	
	21	Food, beverages and tobacco	
	23,24	Textiles; clothing and footwear	
	26	Paper, paper products, printing and publishing	Paper, paper products, printing, etc.
	27	Chemical, petroleum and coal products	
	29	Basic metal products	
	31,33	Fabricated metal products; other machinery and equipment	Fabricated metal products; other machinery, etc.
	32	Transport equipment	
	25,28,34	Other manufacturing(a)	
D		Electricity, gas and water	
E		Construction	
F	47	Wholesale trade	
	48	Retail trade	
G		Transport and storage	
H		Communication	
I		Finance, property and business services	
J		Public administration and defence(b)	Public administration, etc.
K		Community services	
L		Recreation, personal and other services(c)	Other industries
		Total	

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

### Comparability of results

27. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from the 1983 and 1985 surveys are not strictly comparable with surveys conducted between 1974 and 1981. In addition, care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0) as a different sample design and survey methodology are used.

28. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

29. Although considerable care is taken in questionnaire design, in the instructions given to employers on how to select samples of their employees, in editing the survey returns and in relating the figures to comparable statistics from the quarterly survey of Average Weekly Earnings, the results of this survey are ultimately dependent on the details supplied by selected employers relating to the sample of employees selected by them. Whilst selected employers were provided with precise instructions on the method to use in selecting a sample of employees, it is still possible that some groups of employees may be either under or over represented in the sample.

### Reliability of estimates

30. Since the estimates in this publication are based on information obtained from a sample they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employees had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability.

31. One measure of the sampling variability is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employees was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained had all employees been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

32. The figures in Table A provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$180.00 to \$200.00 is 1.4 per cent of the total number of male employees (see Table 1). This represents approximately 40,000 males. Table A shows the standard error of the Australian estimate of 40,000 to be 7 per cent or 2,800 employees. There are about two chances in three that a complete collection would give a figure within the range 37,200 to 42,800 and about nineteen chances in twenty that the figure would be within the range 34,400 to 45,600.

33. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. Table B shows approximate relative standard errors for a selection of average weekly earnings estimates.

34. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings). An example of the use of Table B is as follows: Table 2 shows that average overtime earnings of adult male full-time non-managerial employees (Australia) as \$38.10. Table B shows the approximate relative standard error for this estimate to be 1.9 per cent (i.e. about \$0.70). There are about two chances in three that a complete collection would give a figure within the range \$37.40 to \$38.80 and about nineteen chances in twenty that the figure would be within the range of \$36.70 to \$39.50.

35. Generally, estimates with a relative standard error of greater than 15 per cent have not been included in the tables in this publication. For occupations, estimates with a relative standard error greater than 7 per cent have not been shown. Estimates relating to overtime earnings and hours, payment by measured result, overaward and other pay, have been published if the relative standard error is less than 20 per cent (or less than 30 per cent if the standard error is not greater than \$1.00 or 0.5 hours).

36. The relative standard errors relating to estimates of the private sector only are generally slightly higher than those for the private and government sectors combined.

37. The relative standard errors relating to estimates of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

38. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*, and they may occur in any enumeration, whether it be a full count or a sample. Efforts are made to reduce non-sampling errors by careful design of questionnaires, detailed checking of returns and quality control of processing.

### Related publications

39. Users may also wish to refer to the following publications which are available on request:

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*Distribution and Composition of Employee Earnings and Hours, Australia, May 1983* (6306.0)

*Average Weekly Earnings, Australia (Preliminary)* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

*Average Earnings and Hours of Employees, Australia* (6304.0)—issued annually

*Weekly Earnings of Employees (Distribution), Australia, August (Preliminary)* (6309.0) and final publication (6310.0), containing results of household surveys conducted annually

*Overtime, Australia* (6330.0)—issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0)—issued monthly

*Employed Wage and Salary Earners, Australia* (6248.0)—issued quarterly

*The Labour Force, Australia* (6203.0)—issued monthly (\$1.10, \$1.90 incl. postage)

40. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Unpublished statistics

41. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer

printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

#### Symbols and other usages

\* subject to sampling variability too high for most practical uses. (See paragraph 30-38)

n.e.c. not elsewhere classified

42. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

43. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

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Acting Australian Statistician

**TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS**

Standard error	Size of estimate (persons)						
	5,000	10,000	20,000	30,000	40,000	60,000	100,000
Number	900	1,400	2,000	2,400	2,800	3,600	4,000
Per cent	18	14	10	8	7	6	4

**TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES (per cent)**

	Overtime	Award or base rate of pay(a)	Payment by measured result (a)	Over-award and other pay(a)	Ordinary time	Total	Weekly hours paid for		
							Overtime	Ordinary time	Total
<b>Adult—</b>									
Male	1.9	0.3	6.3	2.7	0.3	0.3	2.1	0.1	0.1
Female	4.4	0.4	20.8	3.5	0.3	0.4	4.6	0.1	0.1
<b>Junior—</b>									
Male	6.4	0.8	18.4	10.0	0.8	0.8	6.7	0.2	0.3
Female	10.6	0.7	(b)	10.0	0.7	0.7	10.7	0.2	0.2

(a) For definitions see the Explanatory Notes. (b) Relative standard error greater than 30 per cent, or between 20 and 30 per cent and an actual standard error of more than \$1.00.

TABLE 1. DISTRIBUTION OF EMPLOYEES BY WEEKLY EARNINGS, MAY 1985

	All employees		Full-time adult non-managerial employees	
	Males	Females	Males	Females
	— per cent of employees —			
Weekly earnings (\$)—				
Under 60	2.0	6.8		
60 and under 80	0.8	2.8	} 0.6	1.2
80 " 100	0.8	2.8		
100 " 120	0.9	3.2		
120 " 140	1.3	3.7		
140 " 160	1.6	4.2	} 0.5	1.0
160 " 180	1.1	3.9		
180 " 200	1.4	4.2		
200 " 220	1.6	4.5		
220 " 240	1.7	4.8	0.5	1.1
240 " 260	3.0	5.9	1.2	4.3
260 " 280	4.7	7.9	2.8	6.6
280 " 300	5.8	7.6	5.5	11.8
300 " 320	6.4	7.2	7.4	12.6
320 " 340	6.1	5.4	7.9	11.7
340 " 360	6.5	4.6	7.7	9.2
360 " 380	5.6	3.7	8.1	7.6
380 " 400	5.3	2.8	7.1	6.4
400 " 420	4.8	2.4	6.6	4.5
420 " 440	4.0	1.7	5.5	3.7
440 " 460	3.8	1.8	4.8	2.8
460 " 480	3.6	2.0	4.4	3.0
480 " 500	3.1	1.2	4.1	3.4
500 " 520	3.1	1.3	3.5	1.9
520 " 540	2.6	0.6	3.3	2.0
540 " 560	2.4	1.0	2.8	0.9
560 " 580	2.0	} 0.8	2.7	1.6
580 " 600	1.7		1.9	} 1.2
600 " 650	3.7	} 1.0	1.7	
650 " 700	2.4		3.4	} 0.9
700 " 750	1.7	} 0.5	2.0	
750 " 800	1.3		1.3	
800 and over	3.2		0.9	
			2.0	
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	— number ('000) —			
Total employees	2,982.4	2,042.7	2,101.6	1,062.4
	— dollars —			
Median earnings	375.20	269.00	382.50	319.50
Mean earnings	402.70	265.10	414.80	342.00

TABLE 2. COMPOSITION OF AVERAGE WEEKLY EARNINGS AND HOURS :  
FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1985

	Weekly earnings (\$)						Weekly hours paid for		
	Ordinary time					Total	Ordinary time		Total
	Overtime	Award or base rate of pay(a)	Payment by measured result (a)	Over-award and other pay(a)	Ordinary time		Overtime	Ordinary time	
<b>Adult—</b>									
Male	38.10	357.50	5.40	13.80	376.60	414.80	2.6	37.8	40.4
Female	9.30	324.50	1.10	7.20	332.80	342.00	0.7	37.6	38.3
<b>Junior—</b>									
Male	11.30	190.60	1.10	5.00	196.70	208.00	1.4	38.4	39.7
Female	4.00	191.50	*	2.60	194.60	198.60	0.5	38.3	38.8

(a) For definitions see the Explanatory Notes.

**TABLE 3. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS OF FULL-TIME NON-MANAGERIAL EMPLOYEES IN MAJOR OCCUPATION GROUPS, MAY 1985**

Code No.	Occupation group(a)	Ordinary time		Total(b)	
		Earnings(\$)	Hours	Earnings(\$)	Hours
ADULT MALES					
001-091	Professional, technical and related workers	488.60	37.3	506.10	38.2
100-119	Administrative, executive and managerial workers	464.30	37.7	487.10	39.0
150-155	Clerical workers	390.70	37.4	407.40	38.4
200-211	Sales workers	356.20	39.2	365.40	39.9
300-337	Farmers, fishermen, hunters, timbergetters and related workers	306.00	37.9	323.30	39.3
400-414	Miners, quarrymen and related workers	515.00	35.8	603.10	41.0
500-531	Workers in transport and communication	354.50	38.2	414.50	42.5
600-747	Tradesmen, production-process workers and labourers, n.e.c.	347.70	37.8	396.40	41.2
800-823	Service, sport and recreation workers	379.80	38.5	411.90	40.6
	All occupations(c)	376.60	37.8	414.80	40.4
ADULT FEMALES					
001-091	Professional, technical and related workers	424.90	37.1	430.40	37.4
150-155	Clerical workers	318.90	37.5	327.20	38.2
200-211	Sales workers	283.20	38.7	289.20	39.3
500-531	Workers in transport and communication	320.80	37.7	337.60	38.9
600-747	Tradeswomen, production-process workers and labourers, n.e.c.	271.70	37.4	291.20	39.1
800-823	Service, sport and recreation workers	302.40	38.3	311.30	39.0
	All occupations(c)	332.80	37.6	342.00	38.3
JUNIOR MALES					
001-091	Professional, technical and related workers	221.60	37.3	229.20	38.0
150-155	Clerical workers	208.60	38.0	213.90	38.7
200-211	Sales workers	169.90	39.2	180.50	40.7
500-531	Workers in transport and communication	215.80	38.9	241.10	41.9
600-747	Tradesmen, production-process workers and labourers, n.e.c.	197.80	38.2	210.60	39.8
800-823	Service, sport and recreation workers	179.70	39.9	187.90	40.8
	All occupations(c)	196.70	38.4	208.00	39.7
JUNIOR FEMALES					
001-091	Professional, technical and related workers	234.60	38.2	236.10	38.4
150-155	Clerical workers	203.00	38.0	207.10	38.5
200-211	Sales workers	176.20	38.8	180.90	39.4
600-747	Tradeswomen, production-process workers and labourers, n.e.c.	179.30	37.9	182.90	38.4
800-823	Service, sport and recreation workers	167.90	39.2	171.80	39.9
	All occupations(c)	194.60	38.3	198.60	38.8

(a) See paragraph 26 of the Explanatory Notes. (b) Includes overtime earnings and hours. (c) Includes occupation groups not shown separately above.

**TABLE 4. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS  
OF FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, MAY 1985**

Industry	Ordinary time		Total(a)	
	Earnings(\$)	Hours	Earnings(\$)	Hours
<b>ADULT MALES</b>				
Mining	509.00	36.6	603.70	42.2
Manufacturing—				
Food, beverages and tobacco	334.80	38.1	385.40	41.8
Textiles; clothing and footwear	299.20	38.0	343.50	41.8
Paper, paper products, printing, etc.	373.20	37.4	430.40	41.0
Chemical, petroleum and coal products	386.90	37.1	437.00	40.2
Metal products, machinery and equipment—				
Basic metal products	390.90	37.6	453.60	41.8
Fabricated metal products; other machinery, etc.	332.30	37.7	381.30	41.4
Transport equipment	349.90	37.8	407.10	42.0
Total metal products, etc.	350.30	37.7	404.70	41.7
Other manufacturing	319.30	37.9	369.70	41.7
Total manufacturing	344.20	37.8	396.90	41.6
Electricity, gas and water	409.30	37.1	444.50	39.1
Construction	379.70	37.8	423.20	40.7
Wholesale trade	342.40	38.4	367.80	40.2
Retail trade	310.10	39.3	324.80	40.6
Transport and storage	378.20	37.9	441.00	42.1
Communication	382.50	36.7	415.10	38.7
Finance, property and business services	389.70	38.1	406.90	39.3
Public administration, etc.	379.00	37.2	396.60	38.4
Community services	447.60	37.8	464.90	38.7
Other industries	329.40	38.5	363.30	41.2
<b>Total all industries</b>	<b>376.60</b>	<b>37.8</b>	<b>414.80</b>	<b>40.4</b>
<b>ADULT FEMALES</b>				
Mining	379.00	37.3	414.60	39.5
Manufacturing—				
Food, beverages and tobacco	296.40	37.6	314.60	39.1
Textiles; clothing and footwear	258.40	37.6	271.40	38.9
Paper, paper products, printing, etc.	311.80	37.7	320.20	38.4
Chemical, petroleum and coal products	323.10	37.1	341.00	38.3
Metal products, machinery and equipment—				
Basic metal products	346.70	37.8	367.20	39.2
Fabricated metal products; other machinery, etc.	289.10	37.8	304.70	39.2
Transport equipment	287.10	38.0	319.50	40.8
Total metal products, etc.	293.70	37.9	314.40	39.6
Other manufacturing	277.40	37.7	288.90	38.7
Total manufacturing	286.90	37.7	302.60	39.0
Electricity, gas and water	343.10	36.8	349.60	37.2
Construction	311.10	38.1	316.70	38.5
Wholesale trade	307.20	37.9	315.20	38.6
Retail trade	279.00	38.9	286.10	39.5
Transport and storage	345.60	37.9	361.10	39.1
Communication	338.00	36.4	357.80	37.7
Finance, property and business services	314.10	37.4	320.70	37.9
Public administration, etc.	346.60	36.6	355.00	37.2
Community services	381.80	37.4	387.00	37.7
Other industries	287.40	38.4	306.80	40.0
<b>Total all industries</b>	<b>332.80</b>	<b>37.6</b>	<b>342.00</b>	<b>38.3</b>

(a) Includes overtime earnings and hours.



**TABLE 4. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS  
OF FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, MAY 1985—continued**

Industry	Ordinary time		Total(a)	
	Earnings(\$)	Hours	Earnings(\$)	Hours
<b>JUNIOR MALES</b>				
Mining	295.10	37.5	332.60	41.0
Manufacturing—				
Food, beverages and tobacco	206.60	37.9	222.70	39.9
Textiles; clothing and footwear	168.30	36.9	184.20	38.9
Paper, paper products, printing, etc.	192.90	37.1	207.10	39.3
Chemical, petroleum and coal products	*	*	*	*
Metal products, machinery and equipment—				
Basic metal products	238.60	36.1	259.50	37.9
Fabricated metal products; other machinery, etc.	194.60	37.8	210.50	39.8
Transport equipment	213.50	38.5	221.70	39.3
Total metal products, etc.	205.40	37.8	219.60	39.4
Other manufacturing	173.40	37.4	181.20	38.5
Total manufacturing	194.60	37.6	207.50	39.2
Electricity, gas and water	246.40	37.0	253.80	37.8
Construction	221.30	38.3	231.70	39.4
Wholesale trade	188.20	39.2	203.40	40.9
Retail trade	173.60	39.3	184.10	40.8
Transport and storage	211.20	38.8	238.40	41.9
Communication	226.80	36.7	240.50	37.9
Finance, property and business services	203.00	38.0	208.10	38.6
Public administration, etc.	213.30	37.2	217.10	37.8
Community services	214.70	38.4	216.60	38.6
Other industries	171.60	39.7	181.10	40.8
<b>Total all industries</b>	<b>196.70</b>	<b>38.4</b>	<b>208.00</b>	<b>39.7</b>
<b>JUNIOR FEMALES</b>				
Mining	*	*	*	*
Manufacturing—				
Food, beverages and tobacco	192.30	37.5	198.00	38.3
Textiles; clothing and footwear	185.60	38.2	190.40	38.9
Paper, paper products, printing, etc.	177.70	37.9	181.30	38.5
Chemical, petroleum and coal products	*	*	*	*
Metal products, machinery and equipment—				
Basic metal products	*	*	*	*
Fabricated metal products; other machinery, etc.	205.50	37.7	210.40	38.3
Transport equipment	*	*	*	*
Total metal products, etc.	205.10	37.8	210.10	38.4
Other manufacturing	219.50	39.3	228.10	40.4
Total manufacturing	193.50	38.1	198.70	38.8
Electricity, gas and water	230.60	36.8	234.50	37.1
Construction	206.90	37.7	209.30	38.0
Wholesale trade	195.60	38.9	199.20	39.3
Retail trade	179.20	38.7	184.00	39.3
Transport and storage	199.90	38.8	206.10	39.5
Communication	*	*	*	*
Finance, property and business services	202.10	37.9	205.50	38.4
Public administration, etc.	214.70	36.6	218.40	37.0
Community services	208.80	38.2	210.60	38.4
Other industries	166.10	39.1	170.90	40.1
<b>Total all industries</b>	<b>194.60</b>	<b>38.3</b>	<b>198.60</b>	<b>38.8</b>

(a) Includes overtime earnings and hours.

**TABLE 5. AVERAGE WEEKLY EARNINGS AND HOURS : PRIVATE FULL-TIME NON-MANAGERIAL  
ADULT EMPLOYEES, BY SIZE OF FIRM, MAY 1985**

	<i>Size of firm(a)</i>						<i>Total</i>
	<i>Under 20</i>	<i>20-49</i>	<i>50-99</i>	<i>100-499</i>	<i>500-999</i>	<i>1000 and over</i>	
<i>Average weekly earnings(\$)—</i>							
Males	342.80	373.80	382.80	421.10	435.60	456.90	399.80
Females	297.30	312.00	315.00	321.30	331.70	324.60	314.60
<i>Average weekly hours—</i>							
Males	40.2	40.9	41.4	42.0	41.4	41.8	41.3
Females	38.5	38.5	38.5	38.9	39.5	39.2	38.8

(a) Size of firm refers to the number of persons paid by the employer for the reference period.